

WORKFORCE READINESS AND PERFORMANCE BUSINESS UNIT

This unit is under the direction of the Vice President of Workforce Readiness and Performance, and is responsible for overseeing state administration and implementation of state and federal programs, securing grant and funding opportunities that support workforce development, ensuring consistency among the 24 regional workforce boards, developing and implementing best-practice policies and supporting the readiness of the state's workforce.

MAJOR FUNCTIONS AND AREAS OF RESPONSIBILITY:

Provide Guidance and Oversight for State and Federal Programs

- Workforce Florida provides guidance and oversight for the state's administration and effective implementation of such programs as the Workforce Investment Act (WIA), Wagner-Peyser (W-P) and Temporary Assistance for Needy Families (TANF) as the funding and programs relate to workforce readiness and development. Additionally, the Workforce Readiness and Performance business unit seeks out grant and funding opportunities in support of targeted workforce readiness and development initiatives.

Ensure Local Consistency and Compliance

- In addition to support of the state's strategic planning process and interface with the US Department of Labor, the Workforce Readiness and Performance business unit also works with the 24 regional workforce boards to ensure consistency and effectiveness of the local planning process in line with state and Federal guidelines. Additionally, the Workforce Florida board has the responsibility to certify the 24 regional workforce boards.

Develop and Implement Policies

- To address each of the identified areas of responsibility, the Workforce Readiness and Performance business unit conducts extensive research, data analysis and best practice/promising practice collaboration to ensure that Florida's workforce system maintains its national leadership position on workforce readiness and development. It serves as a "think tank" to advise and support the Governor's workforce investment board (Workforce Florida Board of Directors) in the identification of strategy and tactics as well as the deployment of resources.



Ensure Workforce Readiness

- Through partnerships with state agencies and other community and state organizations, the Workforce Readiness and Performance business unit supports the preparedness of the state's workforce, with special attention to disadvantaged Floridians, youth development, welfare transition clients, and special populations.

Measure, Report and Analyze Performance

- To ensure that Florida's entire workforce system is effectively delivering its portfolio of programs and services, the performance team (a partnership between Workforce Florida and the Agency for Workforce Innovation) maintains a statewide Balanced Scorecard system and a system of performance, reporting and analysis that is linked to performance measurements and a financial incentives system.

